



PERFORMANCE
FACTION



Hire Right

The #1
Challenge
that Solves
99 Others

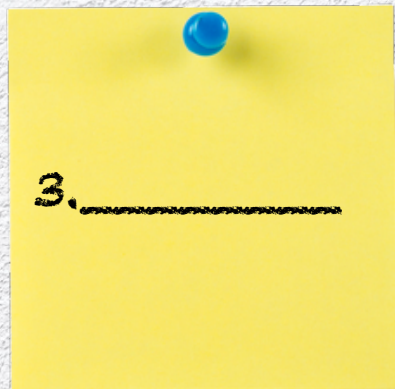
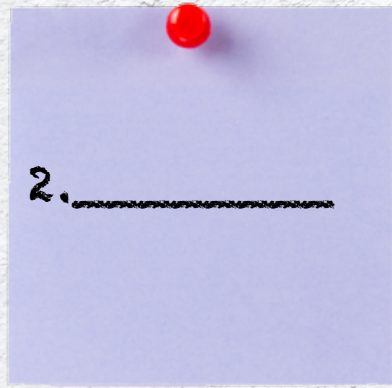
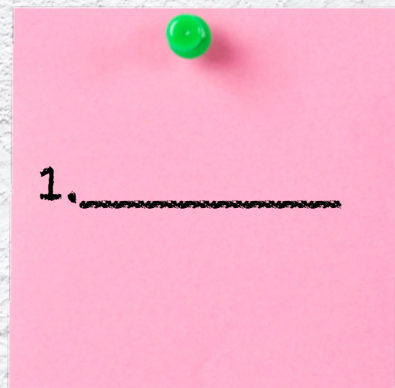
68M

A meme featuring two photographs. On the left, a man with long dark hair and a beard is shown in profile, looking towards the right. On the right, a woman with glasses and a grey sweater is shown with an open-mouthed, surprised expression. A large white speech bubble with a blue outline is positioned between them, containing the text "ARE YOU ORDERING FOOD?!" in bold yellow letters.

**"ARE YOU
ORDERING
FOOD?!"**

~~HR~~

~~Professional~~



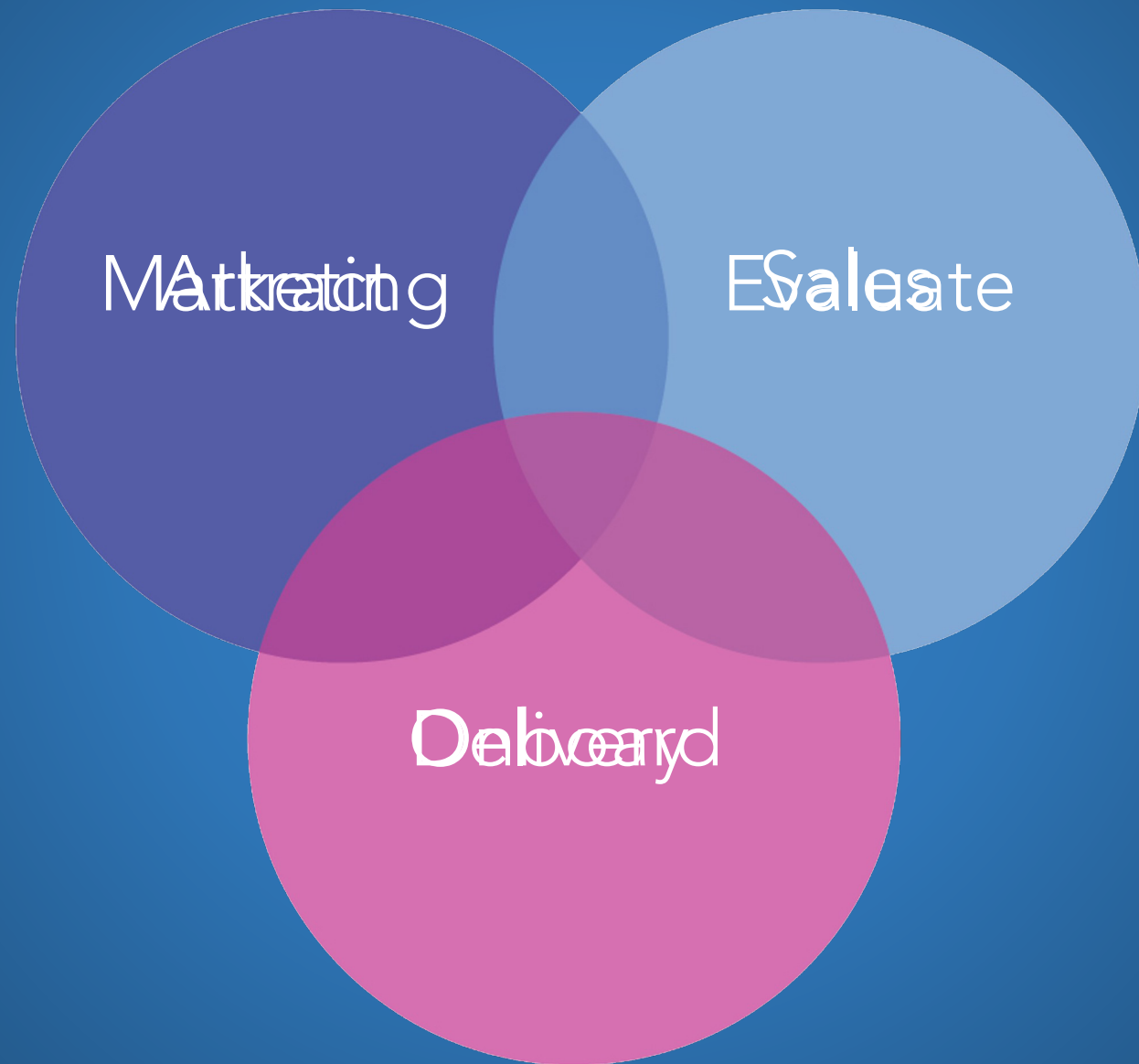


**HIRE
THE
BEST
TEAM**

+

**CREATE A
PLACE
WHERE
THEY CAN
THRIVE**





LinkedIn

Meetups

Schools

Direct Contact

Referrals

Niche Job Boards

Paid Ads

Social Media

Recruiters





10 Tactics to Complement Your Hiring Strategy



01

A Purpose

Give candidates a reason
why beyond
compensation and
benefits.



02

Job Advertisement vs Job Description

Give candidates something to engage in
that stands out from the pack.

The background of the slide is a night sky with the Milky Way galaxy visible. In the foreground, the silhouettes of several saguaro cacti are visible against the dark sky. A large, semi-transparent orange circle is centered on the slide, containing the text.

03

Diversity

One small paragraph goes a long way.

If this sounds like a team that you'd like to join, we encourage you to apply, whether you check all the boxes or not. We're focused on cultivating a community of people who can grow with us, and you might be the person we're looking for, even if you don't realize it yet. Notably, we encourage members of traditionally underrepresented communities to apply, including people of color, LGBTQ-identifying people, veterans, and people with disabilities.



04

Natural States

See how they act when without being prompted.

The background of the slide is a photograph of a sunset or sunrise over a body of water. The sky is filled with dark, swirling clouds that are illuminated from below by the sun, creating a vibrant orange and red glow. The water in the foreground is dark and calm, reflecting the colors of the sky. A large, semi-transparent blue circle is centered on the slide, containing the text and a faint silhouette of a tree.

05

Overserve

Exceeding expectations creates a lasting impression.



06

Define Roles

One consistent interviewer and multiple roles
for a well-rounded approach.



07

Yes! or
No!

Uncertainty isn't worth it.

The background of the slide is a photograph of the interior of Antelope Canyon, showing smooth, undulating sandstone walls in warm orange and red tones. A large, semi-transparent blue circle is centered on the slide, containing the title text. The circle is outlined with a thin blue border.

08 The Assessment

Effort reinforces the process.

A scenic landscape featuring a valley with mountains in the background. The foreground and middle ground are filled with trees displaying vibrant autumn colors, including reds, oranges, and yellows. A large, semi-transparent red circle is centered over the image, containing the text. The sky is blue with scattered white clouds.

09

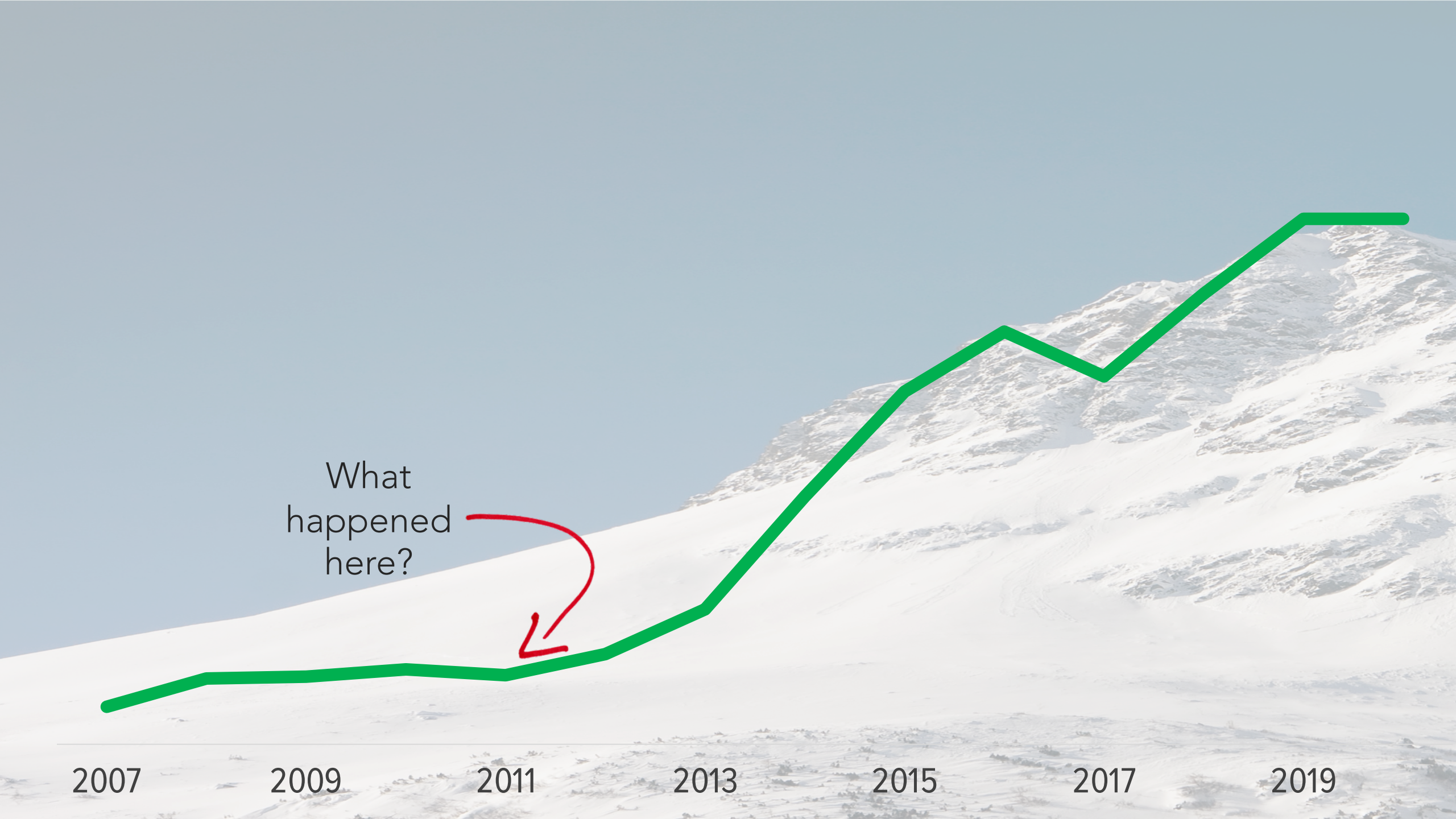
Start Right

Starting off on the right foot makes all the difference.



10 Training³

Train the company, the job, and the tools.



What
happened
here?

Leadership

Business

Team

Customer



"Everyone talks about building a relationship with your customer. I think you build one with your employees first."

- Angela Ahrendts



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